

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Benefits Administration

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data				
Complaint Activity	FY 2005					
		2004	2003	2002	2001	2000
Number of Complaints Filed in FY 1614.704(a)	140	119	2232	2258	2147	2467
Number of Complainants 1614.704(b)	126	112	2003	2042	1718	2220
Repeat Filers 1614.704(c)	14	7	229	216	229	247

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data				
Complaints by Basis	FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Race	58	45	1013	806	1196	1304
Color	2	2	47	70	-	-
Religion	2	1	31	36	88	144
National Origin	4	7	177	80	98	233
Sex (including complaints filed under Equal Pay Act)	48	30	748	635	1121	1258
Disability	33	21	514	618	643	758
Age	44	30	340	280	240	327
Reprisal	36	55	711	740	1028	1055
Other	2	0	0	0	0	0

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29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data				
Complaints by Issue	FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Appointment/Hire	2	1	56	77	166	199
Assignment of Duties	8	15	190	188	348	451
Awards	4	4	46	40	39	55
Conversion to Full-time	0	0	4	4	7	4
Disciplinary Action	29	32	602	485	319	539
Demotion	2	4	18	18	43	88
Reprimand	3	0	46	36	128	178
Suspension	10	6	103	87	116	159
Removal	2	14	325	301	32	0
Other	12	8	110	43	0	114
Duty Hours	0	2	72	63	100	123
Evaluation Appraisal	2	10	67	55	100	111
Examination/Test	0	3	12	11	23	18
Harassment	34	65	1462	1296	1403	1424
Non-Sexual	33	60	1375	1208	1298	1349
Sexual	1	5	87	88	105	75
Medical Examination	0	0	5	5	19	0
Pay (Including Overtime)	1	3	57	73	27	19
Promotion/Non-Selection	55	50	742	692	925	1036
Reassignment	4	11	131	117	116	140
Denied	0	4	21	19	22	27
Directed	4	7	110	98	94	113
Reasonable Accommodation	11	8	132	145	90	58
Reinstatement	1	0	11	4	9	32
Retirement	3	0	22	24	18	0
Termination	7	0	0	47	227	268
Terms/Conditions of Employment	3	6	200	187	353	378
Time and Attendance	12	4	176	163	211	224
Training	5	0	62	51	156	147
Other	26	0	12	0	0	0

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		FY 2005		Previous Fiscal Year Data									
				Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days
				2004		2003		2002		2001		2000	
All complaints pending in Investigative Stage	1614.704	69	114.3	39	66	1049	130	1741	125	1095	152.6	1668	270
All complaints pending in Final Agency Action Stage	(f) (1)	16	70	42	369	236	418	253	349	369	288.6	327	330
All complaints pending in which Hearing was not requested	1614.704	42	144.2	25	298	NA	NA	NA	NA	NA	NA	NA	NA
	(f) (2)												
Time in Investigation Stage		42	72.2	25	222	NA	NA	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		42	70*	25	76*	NA	NA	NA	NA	NA	NA	NA	NA
All complaints pending in which a Hearing was requested	1614.704	27	692.8	22	244	NA	NA	NA	NA	NA	NA	NA	NA
	(f) (3)												
Time in Investigation Stage		27	75.7	22	225	NA	NA	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		27	10	22	19	485	19	448	20	419	19	267	21

* This figure includes the average delay getting the file to Department's adjudication office (OEDCA) in VA's Central Office of 21 days; said delay computed from start of Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 49 days.

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29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY 2005	Previous Fiscal Year Data					
		2004	2003	2002	2001	2000	
Total Complaints Dismissed by Agency	27	27	402	487	437	538	
Average days pending prior to dismissal	69.7	59.9	82.99	88.25	90.8	163.62	

29 CFR §1614.704(h)			29 CFR §1614.705 Comparative Data									
<i>Total Final Agency Actions Finding Discrimination</i>	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	3		1		1		2		0		1	
Without Hearing 704(h)(2)	1	33%	0	0%	0	0%	0	0%	0	#DIV/0!	1	100%
With Hearing 704(h)(3)	2	67%	1	100%	1	100%	2	100%	0	#DIV/0!	0	0%

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29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	4		2		1		5		0		1	
Number Findings Rendered Without Hearing 704(i)(2)	1		0		0		0		0		1	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex (include Equal Pay Act)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	4		2		0		5		0		1	
Number Findings Rendered After Hearing 704(i)(3)	3		2		1		5		0		0	
Race	0	0%	1	50%	1	50%	1	20%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Sex (include Equal Pay Act)	1	25%	0	0%	0	0%	1	20%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Age	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	1	25%	1	50%	0	0%	1	20%	0	0%	4	100%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	3		2		1		5		0		1	
Findings Without Hearing 704(j)(2)	1		0		0		0		0		1	
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	3		2		1		5		0		1	
Findings After Hearing 704(j)(3)	2		2		1		5		0		0	
Appointment/Hire	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Assignment of Duties	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	0	0%	0	0%	0	0%	2	40%	0	0%	0	0%
Non-Sexual	0	0%	0	0%	0	0%	2	40%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	2	67%	1	50%	0	0%	0	0%	0	0%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	1	100%	2	40%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data				
Complaints Pending From Previous Fiscal Years by Status	FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Total complaints from previous Fiscal Years 704(k)(1)	52	79	3122	3995	4045	3974
Total Complainants 704(k)(2)	47	67	NA*	NA*	NA*	NA*
Number complaints pending [as of 3/31]: 704(k)(3)						
Investigation	0	0	1049	1741	1095	1688
ROI issued, pending Complainant's action	2	5	NA*	NA*	NA*	NA*
Hearing	43	65	1572	1619	1811	1696
Final Agency Action	7	9	236	253	369	327
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA*	NA*	NA*	NA*
*Do not track						

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29 CFR §1614.704(I)		29 CFR §1614.705 Comparative Data					
Complaint Investigations	FY 2005	Previous Fiscal Year Data					
		2004	2003	2002	2001		
Number Pending Completion of Investigation	36	39	1049	1741	1095		1688
Pending Investigations Over Required Time Frames	1	4	NA*	NA*	NA*		NA*